

BAKERY, CONFECTIONERY, TOBACCO WORKERS AND GRAIN MILLERS INTERNATIONAL UNION

# BC TGM *News*

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# ORGANIZE!





# *the* PRESIDENT'S MESSAGE

## ORGANIZING Vital to Protecting High Standards of BCTGM Contracts

The BCTGM takes great pride in having the highest quality contracts in our industries. Through many decades of hard work, skilled negotiating and solidarity, this Union has been able to maintain industry leading standards for wages, benefits and working conditions despite relentless efforts by employers to undermine what we have achieved.

Central to the BCTGM's longstanding success in securing quality contracts for our members is this Union's historic ability to bring workers into our Union through organizing. The BCTGM is an organizing union and has been since our founding 131 years ago.

But, we can never rest on our past accomplishments or be content with just maintaining the shops we currently have under contract. Such an approach inevitably leads to shrinking local union membership and a weaker position at the bargaining table. This has never been the BCTGM way!

One of the greatest threats to our members' wage and benefit standards is the rapidly growing number of non-union shops within our industries. These workers make the same products as BCTGM members, but work for far lower wages and substandard benefits and working conditions. To continue achieving success at the bargaining table, every local union must commit the time, energy and resources to organizing these non-union workers in our industries.

I know from firsthand experience the tremendous value to a local union of a sustained effort on organizing. During my time as Business Agent of my home local, Local 280 (Evansville, Ind.), the local union officers, with the full and active support of the membership, made a commitment to an aggressive campaign to organize non-union shops in our jurisdiction. In a few short years, we more than doubled the size of our local. As a result, ours became a stronger local union which enabled us to negotiate consistently better contracts for our members.

Because organizing is crucial to the future success of our Union, a portion of each edition of the BCTGM News this year will be devoted to reporting on the important work BCTGM local unions are doing to sustain, build, and, in some cases rebuild, their membership levels through organizing.

As local unions drive the organizing campaigns, the International Union will continue to play an integral role in assisting and facilitating local union campaigns. In the past four years, with the full support of the General Executive Board and under the direction of International Secretary-Treasurer Bertelli, the International has been implementing an extensive and cutting-edge organizing training program

for local union leaders and International staff. This program will be continually expanded and refined to ensure that the International Union is providing the most effective support possible to local unions.

Director of Organization John Price will continue to work closely with our International Vice Presidents and International field and headquarters staff to develop strategies for enhancing the Union's effectiveness in organizing. Such efforts will include developing ways to generate greater commitment from more local unions to establish a sustainable organizing program and an annual organizing plan.

I have asked our officers and staff to think "outside of the box" because winning an organizing campaign in today's corporate, legal and political climate calls for creative approaches to maximize the resources available. I have great confidence that the BCTGM will do what we have always done — confront organizing challenges head on and from a position of strength. We will always move forward undeterred.

Together in Solidarity and with tireless determination, our local unions and the International will continue the proud history of BCTGM success in organizing. In doing so, we will remain true to our mission to build a stronger Union and an improved standard of living for our members, their families and all workers within our industries.

— David B. Durkee, BCTGM International President

**BCTGM News**

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# BCTGM Officers Meet International HUMAN RIGHTS Leader

**BCTGM Intl. Pres. David Durkee (right) and Intl. Secy.-Treas. Steve Bertelli (left) were honored to meet Human Rights champion Maina Kiai (center), who previously served as head of the Kenya Human Rights Commission.**



**D**escribing United Nations Special Rapporteur Maina Kiai as “an effective watchdog against crackdowns of freedom of association and assembly,” AFL-CIO President Richard Trumka presented Kiai with the 2016 AFL-CIO George Meany-Lane Kirkland Human Rights Award.

“Maina inspires the advocates and workers who struggle to defend, to maintain and to grow the institutions of civil societies around the world,” said Trumka, speaking at the award ceremony on December 15, 2016 in Washington, D.C. “I’m talking about those who organize for women’s rights and workers’ rights, for indigenous people, for immigrants, for religious freedom and for economic justice,” Trumka concluded.

The annual Meany-Kirkland award, created in 1980 and named for the first two presidents of the AFL-CIO, recognizes outstanding examples of the international struggle for human rights through trade unions.

As the United Nations (UN) Special Rapporteur on the rights to freedom of peaceful assembly and of association, Kiai in October 2016 presented a landmark report, “Rights to Freedom of Peaceful Assembly and of Association,” to the United Nations General Assembly. The report conveys how the vast majority of the world’s workers are disenfranchised from their rights to assembly and association—rights that are fundamental to all other human rights—either by exclusion or outright oppression.

Appointed by the Human Rights Council of the UN, a Special Rapporteur is mandated by the United Nations to “examine, monitor, advise, and publicly report” on human rights in countries where there exists allegations of human rights violations.

## **‘Labor Rights Are Human Rights’**

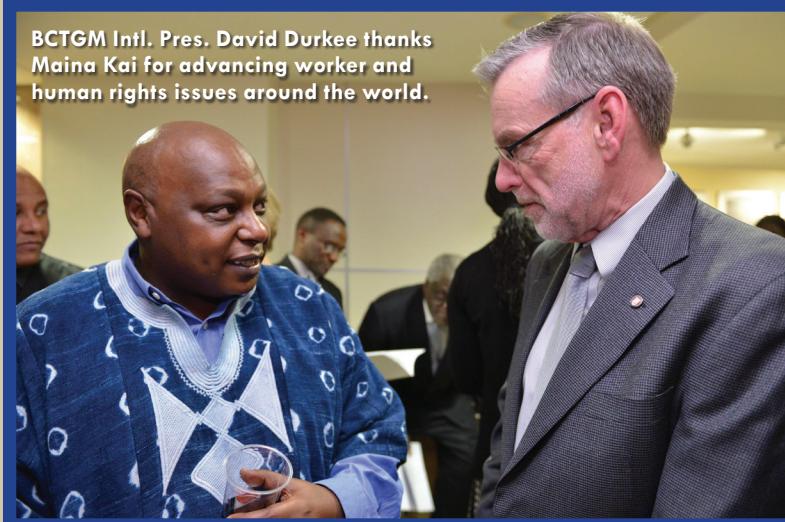
In his acceptance speech, Kiai outlined the challenges faced by champions of economic and social justice around the world, but called on labor and human rights activists

to take successful lessons from the past to counter opposition to achieving fundamental human rights.

“Labor rights are human rights and human rights are labor rights,” Kiai said. “Today, we need to work differently. We need to reach out to each other. We know that every major struggle in the world has been successful through a grand alliance of trade unions and human and civil rights activists.”

Since becoming special rapporteur in 2011, Kiai has traveled around the world, speaking with marginalized people in developed and developing countries, including workers, and hearing their struggles to exercise their fundamental rights firsthand, while speaking out about the abuses and injustices he has witnessed.

**BCTGM Intl. Pres. David Durkee thanks Maina Kiai for advancing worker and human rights issues around the world.**

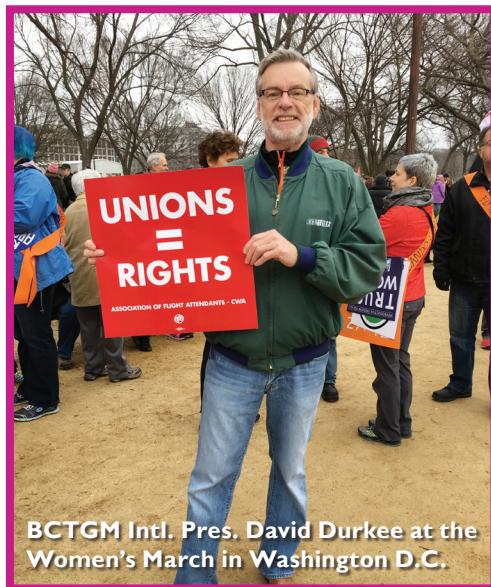
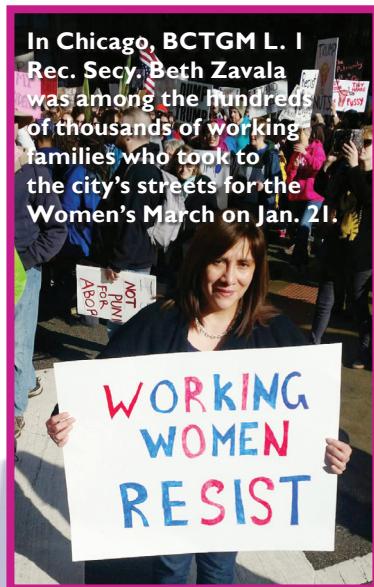


# Women's March Highlights:

**On January 21, the BCTGM was well represented among the millions of women, men and children who gathered for Women's Marches** in cities around the world in support of women, human rights, equality and in opposition to a growing tide of anti-women policies coming out of Washington, D.C., and state capitals.

In Washington D.C., a wide range of speakers and performers cutting across generational lines rallied near the United States Capitol before more than 500,000 marchers made their way toward the White House.

According to BCTGM Local 1 Recording Secretary Beth Zavala who participated in the Chicago Women's March, a crowd of more than 250,000 participants at the rally quickly outgrew early estimates and the march that



# 'We're here to Fight Back'

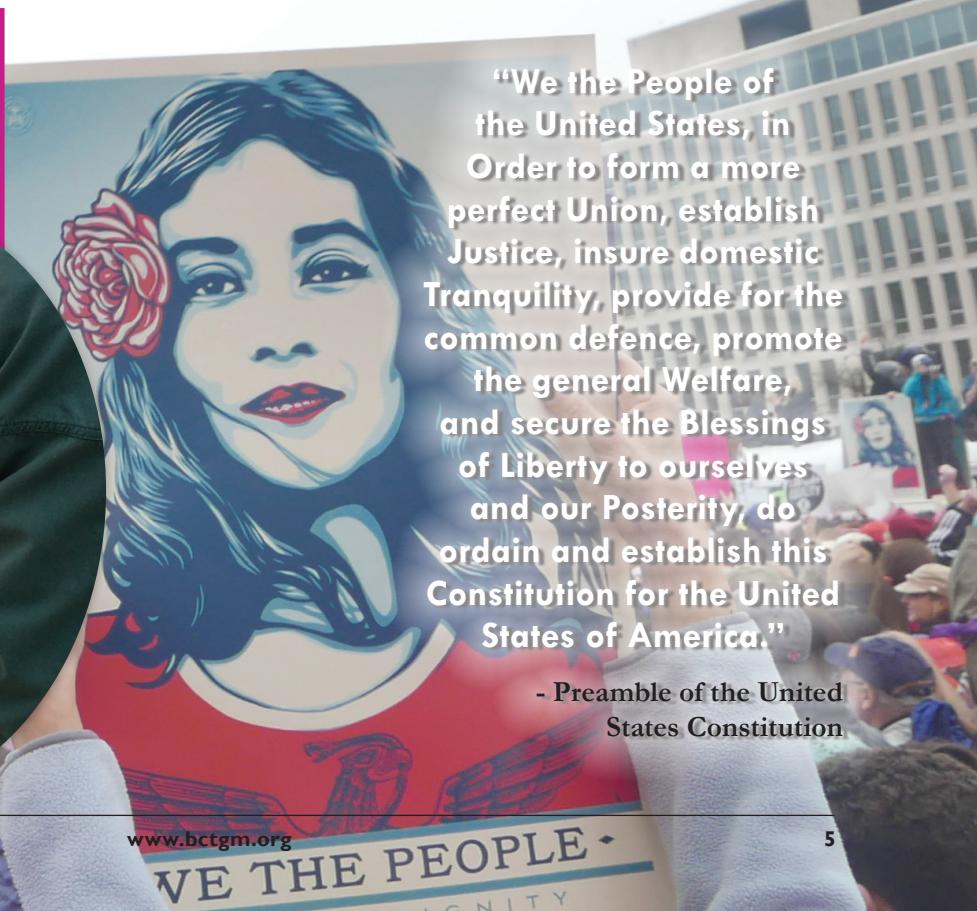
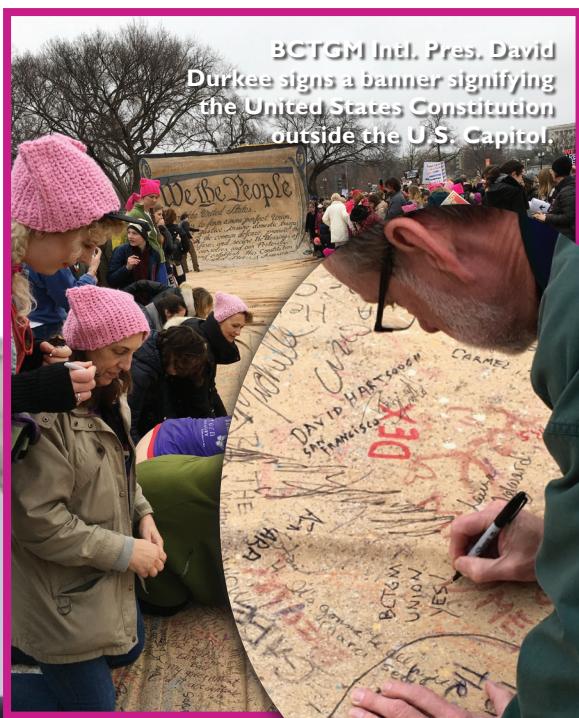
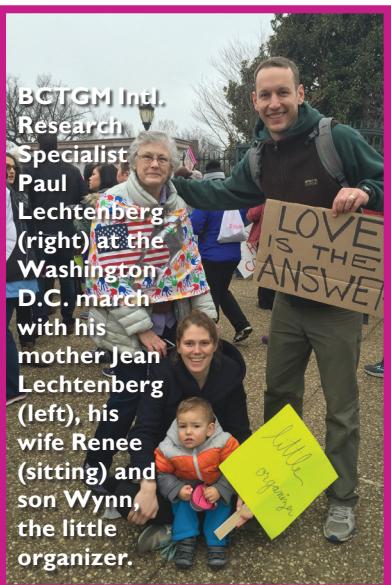
was to follow was canceled for safety concerns.

In Portland, Ore., BCTGM Local 114 Financial Secretary-Treasurer Terry Lansing reports the crowd far exceeded original estimates to be more than 100,000 participants, one of the largest events in the city's history.

Working families, led by working women, played a major role in the marches and rallies. Pictured here are

some photo highlights from BCTGM International staff with their families and friends, local union leaders and activists who participated in the Women's March in Washington D.C., Chicago and Portland.

*Editor's Note: If you marched in one of the Women's Marches and would like your photo included in a future BCTGM publication, please email the Public Relations Department, cchristensen@bctgm.org.*



# PORLAND SPECIALTY BAKING WORKERS



## WIN ENHANCED OT LAW FOR OREGON

**When workers at Portland Specialty Baking Company in Portland, Ore. lost their union election, they did not stop fighting.**

In fact, thanks to their tenacity and deep desire to join BCTGM Local 114, nearly 200,000 Oregon manufacturing workers will now benefit from a new interpretation of the state's overtime law.

Oregon's Bureau of Labor and Industries (BOLI) has changed how it interprets overtime laws as a result of a lawsuit filed on behalf of several Portland Specialty Bakery workers by the non-profit group Northwest Workers' Justice Project (NWJP).

The lawsuit charged the baking company with violating an Oregon law that requires overtime pay when workers "employed in a mill, factory or manufacturing establishment" work more than 10 hours in a day. The Oregon Bureau of Labor and Industries enforces the law, as well as a law that requires overtime pay for all hourly workers if they work more than 40 hours a week.

Before the lawsuit, BOLI

advised employers that they had to pay the greater of the two overtime pay amounts, but not both. According to NWJP attorney Corinna Spencer-Scheurich, this was incorrect.

For example, say an Oregon factory worker put in three 12-hour shifts and one six-hour shift in a week, totaling 42 hours. That's six hours of daily overtime and two hours of weekly overtime. However, under BOLI's old interpretation of the law, the worker would have been paid at the overtime rate for six hours — the greater of the two. Under the new interpretation, the laws operate independently. Therefore, the worker must be

paid eight hours at the time-and-a-half overtime rate.

A spokesperson for BOLI stated that NWJP's lawsuit led the Bureau of Labor and Industries to take a new look at the way Oregon's overtime laws operate, and the agency agreed with the plaintiffs.

"The two statutes enact distinct overtime requirements and serve different purposes with respect to restrictions on hours worked by employees," says an updated manual for BOLI compliance agents.

The change applies to an estimated 187,477 manufacturing workers in Oregon.

**On Feb. 4, 2016, Portland Specialty Baking workers voted in a NLRB union election. Despite 102 workers having signed union authorization cards a few weeks prior, the election was lost. The vote came after two weeks of an intense anti-union campaign led by the company.**



# TPP WITHDRAWAL IS GOOD FIRST STEP

**A**fter years of relentless pressure from America's workers, organized labor, including the BCTGM, and progressive allies, on January 23 the United States officially withdrew from the Trans-Pacific Partnership (TPP).

The TPP is a trade agreement between the United States and 11 Pacific Rim countries. The pact aimed to deepen economic ties between these nations, slashing tariffs and fostering trade to boost growth. However, many elements of the trade deal upset organized labor, environmentalists, and consumer groups for a variety of reasons including lack of worker and environmental protections, and the inclusion of a special dispute resolution system that would put huge power in the hands of powerful multinationals to impact

a country's public and economic policy.

According to BCTGM International President David Durkee, this is a victory for working families. "For nearly 30 years, American workers and their families have been victimized by deplorable trade deals, like NAFTA, crafted by multinational corporations and their government allies. Many thousands of BCTGM members within our industries have seen their jobs shipped to Mexico by employers, most notably Nabisco/ Mondelēz, seeking the lowest-wage labor possible," notes Durkee.

"TPP, even more egregious and economically destructive than NAFTA, would have yielded more job losses for middle-class American workers, including BCTGM members, more hardship for families and more devastated communities," he adds.

According to Josh Bivens of the Economic Policy Institute (EPI), "It is now widely acknowledged that globalization has played a role in the weak wage growth for most American workers and the rise in inequality that has characterized the past generation."

Following the January 23 announcement, Durkee praised the work of BCTGM members and local unions that united with the labor movement and the powerful coalition of environmental, consumer, public health and allies to stop the TPP and Fast Track.

In a statement on the TPP withdraw, AFL-CIO President Richard Trumka said, "This is an important first step toward a trade policy that works for working people. While these are necessary actions, they aren't enough. They are just the first in a series of necessary policy changes required to build a fair and just global economy."



# Local Union Organizers Bring DIGNITY,

**JOHN PRICE, International Director of Organization**

In one of my first organizing campaigns, a mixer told me the story of how he was wrongly accused by his boss of doing something and verbally reprimanded on the plant floor in front of his fellow workers. While the mixer defended himself, the boss realized he was losing the argument in front of all the workers. So he turned to the mixer and threatened to fire him on the spot if he said another word. I asked the mixer, "So what did you do?" That mixer looked at me so sadly and said, "John, I have a wife and three kids. I lowered my head and said nothing."

I realized right then how fortunate I was to be a mixer in a union shop. This kind of injustice, lack of dignity and respect to this non-union mixer made me more determined to help these workers win their union election. And you know what? That defeated look in the mixer's eyes pushed me to fight even harder for his rights and get those workers a union contract.

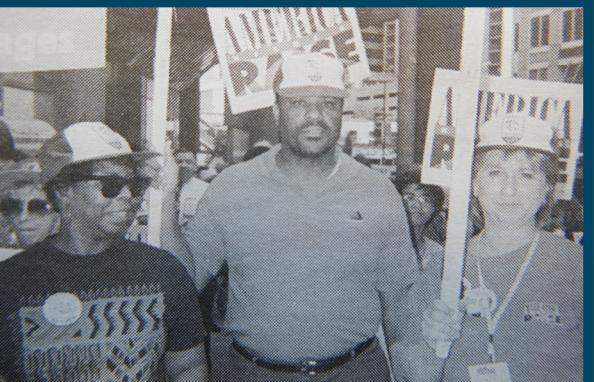
So I threw all my energy into that organizing drive. I had fun creating leaflets about this terrible boss and this helped generate more conversation and excitement among the workers and their interest about the union continued to grow. Their confidence overwhelmed their fears and they went on to win the union election and ratified a great first contract. That mixer received a pay increase, and that boss? Well, he received his walking



papers. There is nothing more satisfying and rewarding than helping workers get the dignity, justice and respect on the job that they deserve. When you are an organizer, you are not only making positive changes in the workers' lives, but you become part of creating a better working environment for every future worker.

Organizing is hard work. But win or lose, there is nothing more rewarding than seeing the bravery and courage in the eyes of the workers who want to fight to become union. I want all local unions to get involved, find the fun and excitement that comes from helping workers organize and win that respect. I want you all to love the experience of organizing and let it remind you what it is we are all fighting for. Fair and just treatment in the workplace. After all, it is what being union is all about.

**JETHRO HEAD, Midwest Region International Vice President**



As the president of a single-site local union, I learned the importance of organizing the hard way. When I left my plant in mid-1980 to become a full-time local union officer, we had

over 1,250 members and sufficient income to provide services and represent our members appropriately. And with so many workers at a single workplace, we had power in negotiations. Then over the years, the company changed hands, modernized and was able to produce more with less workers. I found myself in charge of a local with few resources and at the whim of a company where there were constant rumors of plant closure. So it was out of pure necessity that we had to focus on organizing to rebuild our local.

My first organizing effort brought me to a beaten down group of workers. When I first met them, they spoke in monotone voices, with their heads down and never made direct eye contact. These workers sat sideways in the chairs, far away from the tables we set up for our first meetings. We fought hard to win their confidence and we won that organizing drive. After we negotiated that first union contract, we met with the workers to explain their union benefits. These same workers now sat tall and proud around the tables, looked at us in the eye, asked questions and took pen to paper to figure out how the wage increases would change their paycheck, and how the health benefits would help their family. We could see pride and a new confidence in the workers. It was a clear acknowledgement that they finally believed that they deserved to be treated with dignity, justice and respect.

I realized that organizing effort changed me even more than it did our new members. What wins organizing drives is reaching out to unorganized workers, offering help and building up their confidence enough to stand up and fight for their rights. It is the same motivation I found when I first ran for shop steward in 1983 and it is something that is within each and every one of us!

# RESPECT AND A VOICE to the Workplace

## DONALD WOODS, President Local 1 (Chicago)



When I saw our local union membership declining as a result of plant closings, as a leader, I knew that I had to do something different. We had to change if we wanted to survive. So I completely shifted the focus of our local union to organizing. With the help of the International Union, we set up organizing training for the local so we could learn the tools we needed to successfully win an organizing campaign.

As a union leader, it's a good feeling to see workers' lives change – both inside and outside the workplace – as a result of joining our union. By having the benefits of a collective bargaining agreement, they finally have a voice in the workplace, better wages and more money to spend in their community. And our local union is growing and strengthening again with the increases in membership and we have more leverage in contract negotiations. As a union leader, I continue to be motivated and committed to organizing. There is no better reward than knowing that I am securing the future of my local as we fight to improve workers' lives!

## CONRAD BOOS, Organizer/Retired Bus. Agent Local 218 (Kansas City, Mo.)



When our local had several large plant closings and our membership started to decline, I knew I had to do something.

Missouri is a closed shop state on the verge of becoming a right-to-work state. Kansas and Iowa, where we also represent workers, are both right-to-work states. This really makes the challenge of

organizing new members that much harder.

For these reasons, I realized we needed to be pretty aggressive in organizing. First, we had to build strength and we had to focus on internal organizing to have an active majority inside our existing plants. We constantly communicate, educate, and support our members. The result is that we have a strong and engaged membership and that helps convince other workers to join the union. This active membership also gives us confidence to go out and make the effort to organize new workers. Our local now has several organizing efforts going and we have the confidence and the support to see them through.

## PAULA STEIG, President BCTGM Local 433 (Sioux City, Iowa)

It's a fact that the more union density and solidarity we have in any facility that Local 433 represents, the better the contract and the happier the members. We decided to do our best to get new member orientation language in all of our 'right-to-work-for-less' contracts. After successfully getting this language in our J. Skinner contract, Local 433 saw a dramatic upswing of more than 100 new members which resulted in a better contract. Internal organizing is every bit as important as external organizing.

## BRUCE PEGLOW, President Local 22 (Minneapolis, Minn.)

When I took office, I resolved that organizing would become part of the purpose of our local union. And I understood that to do this, we needed to devote finances and resources to organizing. Equally important was getting the support of other allies and our community. We have hired a Spanish-speaking union organizer, attended the International's organizer training and work closely with the Minnesota AFL-CIO. With all of this dedicated effort, we are really making strides in organizing.



There are tremendous opportunities to make a difference by organizing workers in this area. There are still far too many workers who are forced to tolerate harassment, racism, violence and more for low wages, no benefits and zero respect. When you see the defeat in a worker's eyes who just can't take it anymore, you realize that organizing is about respecting human beings and wanting to fight to bring fairness and equality to their hard work. You just have to make the effort and never give up!



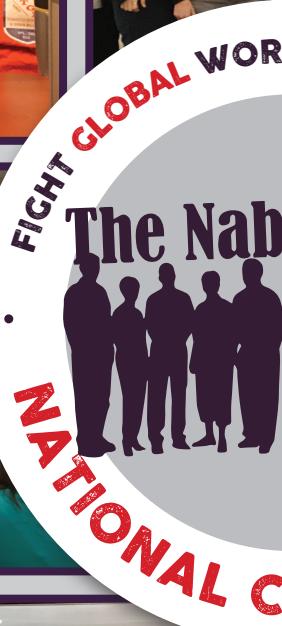
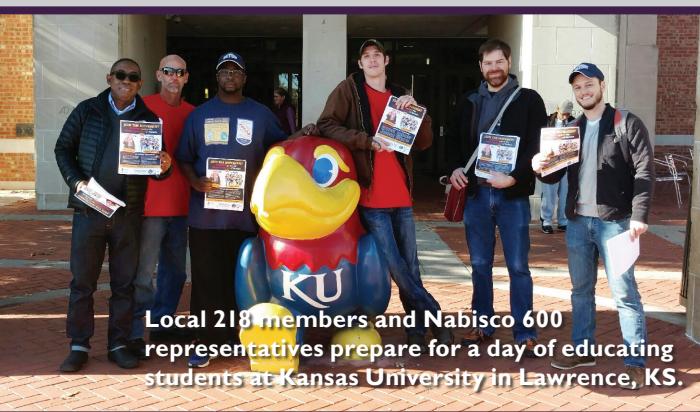
# Nabisco 600 North Ameri

In late 2016, the BCTGM began expanding its Nabisco 600 Check the Label campaign to colleges and universities around the country, with the goal of educating student activists and consumers about the merits of rejecting Nabisco products made in Mexico.

"Focusing our boycott education initiatives on colleges and universities all over the country will

allow us to reach an additional 20 million American consumers across 5,000 higher education institutions through events, rallies, social media outreach and more," says BCTGM International President David Durkee.

"College campuses are brimming with not only loyal Nabisco customers, but also passionate student activists who are eager to make a difference in the



# can Campus Campaign

world around them," adds Durkee.

Since November 2016, Nabisco 600 representatives have visited 13 universities and colleges with dozens more scheduled for this spring. In late February, the group will address more than 100 campus student organizational representatives at the United Students Against Sweatshops (USAS) conference on the Ohio State University campus.

Among those who have invited the team onto campus is Kansas University, Brown University, Columbia College (Chicago), New York University, Washburn University, Illinois State University, Villanova University, Penn State University, University of Minnesota, University of Central Florida, Harvard University, University of Massachusetts Dartmouth and DePaul University.



# BCTGM Salutes a New Harvard Trade Union Program Graduate

## BCTGM Southern Region International Representative

**David Woods says being a graduate of the 2017 Harvard Trade Union Program (HTUP) is the "experience of a lifetime."**

Woods was selected by BCTGM International President David Durkee to attend the 2017 program. President Durkee is a 1991 HTUP graduate.

The Harvard Trade Union Program was established in the early 1940's and is considered to be one of the pre-eminent courses in North America devoted to developing trade union leaders and activists.

The 106th Session of the Harvard Trade Union Program, "Preparing Leadership for the Challenges of the Future" was held January 9 – February 17 at Harvard University in Cambridge, Mass. The program focusses on Strategic Planning, Organizational Theory, Leadership, Union Governance, and Capital Strategies, amongst other topics and is organized by an interdisciplinary team of Harvard faculty and guest speakers.

The intensive six-week course is open to union officers, staff and activists from all corners of

the world. Since its inception, the program has featured some of the most respected and admired speakers and teachers in organized labor, academia, government, and the progressive community.

Among the featured speakers and Professors at this year's session were Florrie Darwin, Professor of Law, Harvard Law School; Richard Freeman, Harvard University Professor of Economics and renowned economist; Barry Bluestone, Professor of Political Economy at Northeastern University and prominent labor economist; Thomas Kochan, MIT Professor of Industrial Relations; as well as many other esteemed instructors.

BCTGM Strategic Campaign Coordinator Ron Baker presented a discussion on the Nabisco Campaign as it relates to "Fighting Global Worker Exploitation." Baker also completed the HTUP in 1986. BCTGM Southern Region International Representative Jason

Davis graduated from the HTUP in 2016. The BCTGM GEB supported International President Durkee's 2015 recommendation for the BCTGM to participate in the program.

**Interactive group work is an important part of the HTUP curriculum. BCTGM Southern Region Intl. Rep. David Woods is pictured here (center) with his working group.**



Woods reflected on his feelings about being the fourth BCTGM representative in 31 years to successfully complete the esteemed trade unionist program.

"It has been an honor being part of the 106th session and the 75th anniversary of the Harvard Trade Union Program," says Woods. "More than 28 years ago, I went to work at Flour Mill in Knoxville, Tenn. as a Packer Operator. Now, I am studying and learning from some of the most intellectual and inspirational scholars in the labor movement while attending the most prestigious university in the country – Harvard," he adds.

Woods noted that working with 45 other trade unionists from around the world was one of the most rewarding experiences of his life.

"I cannot thank President Durkee and Secretary-Treasurer Bertelli enough for the faith and commitment they have bestowed in me. All workers have an important role to play in our continued fight for dignity, justice, and respect. I look forward to sharing what I have learned with my union brothers and sisters," concludes Woods.



## In Memorium:

# Canadian Vice President Sean Kelly

**O**n December 18, 2016, retired Canadian International Vice President Sean Kelly passed away in Brampton, Ontario. He was 82 years old.

For more than six decades of his life, Kelly was devoted to fighting to advance the rights and living standards for workers.

"Sean was one of this Union's most dedicated trade unionists," reflects BCTGM International President David Durkee. "He was one of the most honest, hard-working and loyal union leaders I've had the pleasure to know. We will miss him deeply," Durkee concluded.

Kelly was born in Belfast, Northern Ireland on November 27, 1934 and went to work at age 16 as a barman and immediately joined

the Transport and General Workers Union. By the time he was 20 years old, he was a union steward.

Kelly left Northern Ireland in 1960 and moved to Toronto where he took a union job at Rothmann's Tobacco Company and became a member of Tobacco Workers

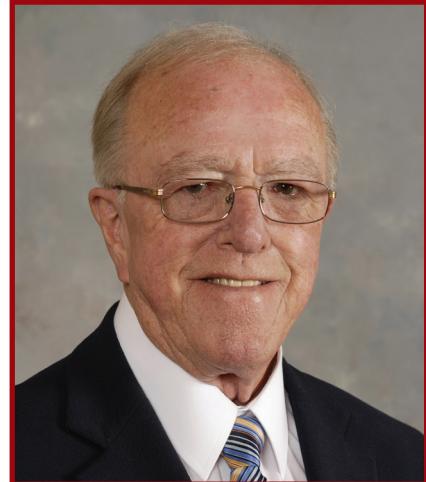
Local 319. His involvement in a strike the following year led Kelly to become more active in the local and he was soon elected a shop steward and an executive board member.

His continued dedication to improving the lives of workers led to his election as the local's vice president in

1964. The following year he was elected president, a position the membership yearly reaffirmed until 1972 when the Tobacco Workers

**"Smile with me  
Shed no tear,  
Lift your glass  
Give a cheer  
I enjoyed myself  
When I was here  
Now I bid you  
all Adieu."**

- Sean Francis Kelly



International Union appointed him International Representative. Part of his duties included organizing and servicing throughout Ontario.

As a result of the 1978 merger that created the BC&T, Kelly's responsibilities expanded into the bakery and confectionery sector, which included serving as supervisor of Locals 264 and 181 in Toronto.

He was elected as Canadian International Vice President in March 2000 by the GEB and was subsequently re-elected at the union's Constitutional Convention in 2002, 2006, and 2010. After more than 53 years as a proud member of the union, Kelly retired October 1, 2013.

Kelly is best remembered for his infectious laughter, heavy Irish accent and good humor. He was a modest and private man, noted for his personal kindness and for understating his achievements.

Sean is survived by his wife of 57 years, Loretta, two grown children and three granddaughters.



## RETIREES TO TRUMP ADMINISTRATION: ‘Keep Your Promise to PROTECT OUR RETIREMENT’

### As a candidate, President Trump repeatedly pledged not to cut Social Security, Medicare and Medicaid.

However, members of the Republican Congress, led by House Speaker Paul Ryan, are moving to slash and dismantle all of these.

The prospect of Rep. Tom Price being the Secretary of the Department of Health and Human Services and Rep. Mick Mulvaney directing the Office of Management and Budget (OMB) is a terrifying thought for American retirees.

According to the Alliance for Retired Americans, in May 2009, Rep. Mulvaney voted in the South Carolina State Senate for an amendment declaring Social Security and Medicaid unconstitutional. In May 2011, he said that Ryan’s plan needed to go farther because it did not cut Social Security and Medicare ‘rapidly enough.’ That same year, Mulvaney told MSNBC that Social Security was a ‘Ponzi scheme’ that might not be able to provide assistance to people in the years to come. He even failed to pay Social Security and Medicare withholding taxes for a domestic worker, violating the law everyone else must follow and disrespecting the very system he wants to oversee.

Most recently, Mulvaney pledged to push President Trump to raise the Social Security retirement age beyond 67. Rep. Price has pledged to replace guaranteed earned Medicare benefits with a system of ‘coupon-care’ and vouchers that will cost retirees more out of pocket.

In fact, both nominees have made statements about the need to ‘reform’ Medicare and Social Security, including supporting or proposing privatization and raising the retirement age. These are in direct conflict with President Trump’s repeated promises not to cut Social Security, Medicare, and Medicaid.

It is vital that all retirees tell President Trump to keep his promise and pledge to VETO any cuts to Medicare, Medicaid and Social Security. Find out how to send your message to the President and Congress by visiting the Alliance for Retired Americans website, [www.retiredamericans.org](http://www.retiredamericans.org).

The BCTGM will continue to fight against efforts to cut programs that are critical to millions of working Americans — especially any changes to Medicare, Medicaid and Social Security.

### Medicare Under Attack: Share Your Story

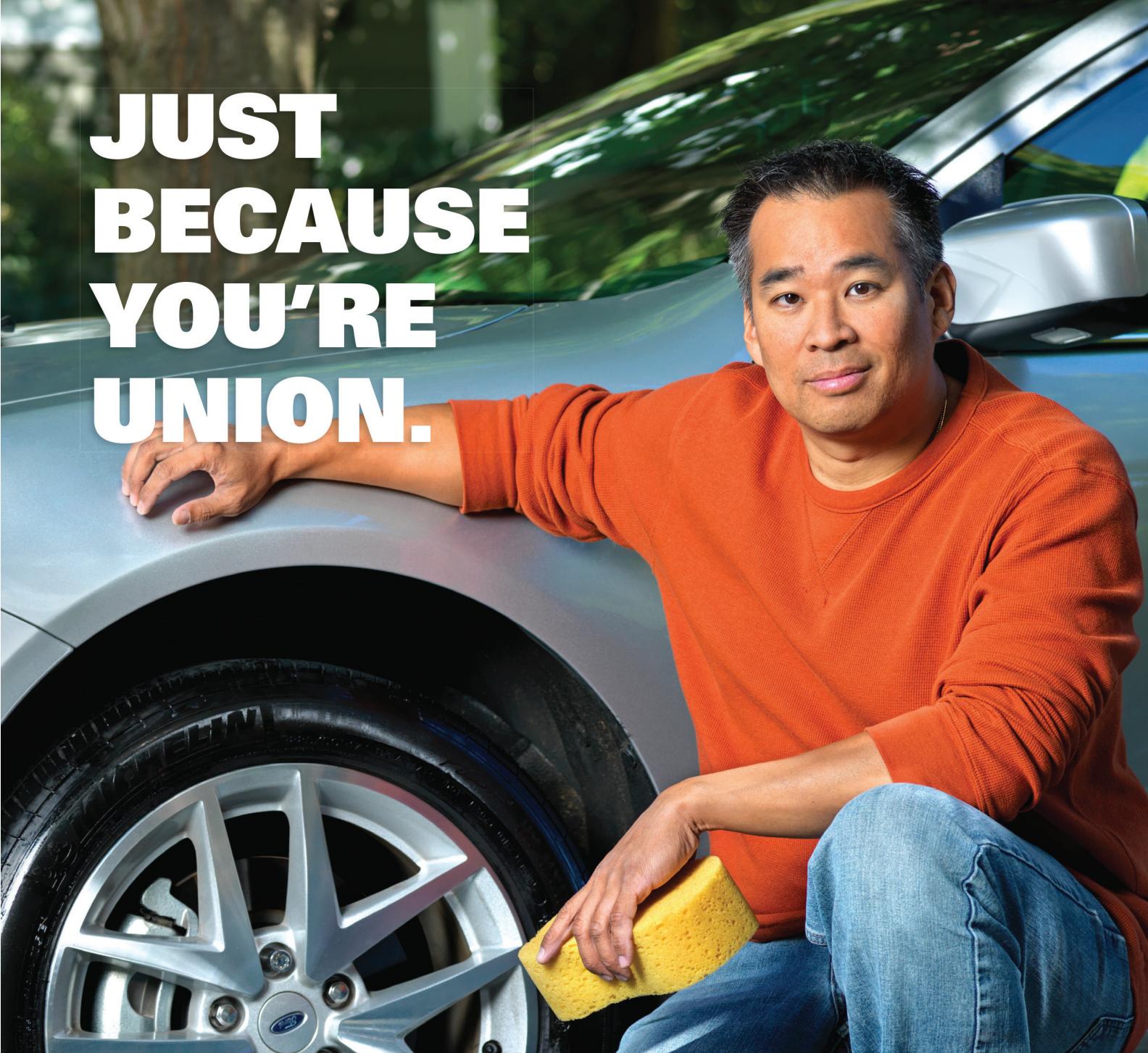
Guaranteed health care benefits for 59 million Americans is now at risk. Paul Ryan and Tom Price have told the press they will move to privatize and voucherize Medicare in 2017.

Medicare privatization is wrong for today’s retirees and for any American who hopes to retire after a lifetime of hard work.

With Republican control of Congress and the White House Paul Ryan is wasting no time. Ryan told Fox News he is going after Medicare’s guaranteed health care benefits.

Help the Alliance for Retired Americans save Medicare. Visit [retiredamericans.org/medicare-stories](http://retiredamericans.org/medicare-stories) and share why Medicare is important to you.

# JUST BECAUSE YOU'RE UNION.



Check out the BCTGM  
Union Member savings at  
[UnionPlus.org/Auto](http://UnionPlus.org/Auto)

Get the BCTGM Power union member auto advantage with car buying and parts and service discounts negotiated and designed just for hard working union members like you. These Union Plus auto savings and services include:

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- A hassle-free, money-saving car buying service from TRUECar
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